

Gender Pay Gap Report 2017

Inclusive Cambridge Webpages:
www.inclusivecambridge.admin.cam.ac.uk



UNIVERSITY OF
CAMBRIDGE

Our commitment

Equality, including gender equality, is of fundamental importance to the University of Cambridge.

We are committed to addressing the gender pay gap through initiatives that promote equality and inclusivity for all staff. We want the University to be an environment where diversity is embraced, and where freedom of expression and thought are celebrated.

Underpinning this commitment are the core principles of equal pay for work of equal value, freedom from discrimination, and recognition of all staff as our greatest asset.

This report summarises our findings for 2017, and the actions we are taking to close the gender pay gap. Further details can be found on our Inclusive Cambridge webpages at:

www.inclusivacambridge.admin.cam.ac.uk

Supporting gender pay gap action

We are a world-leading university, not only in the excellence of our teaching and research, but also in the values we espouse and promote. Equality and diversity are deeply rooted in the University's ethos, and are essential to its mission.

The gender pay gap is a vital measure of our progress in achieving gender equality. It shows us that the University has made headway in reducing its gender pay gap over recent years. But it also reveals that this progress has been slower than we would like.

Our figures show there is more work for us to do. We are committed to taking action to close the gender pay gap as quickly as possible.



Professor Stephen Toope
Vice-Chancellor



“ We need to promote access throughout the University, and at all levels – encouraging more women into professorships and positions of senior leadership and finding and promoting talent in other traditionally under-represented groups. ”



Professor Eilís Ferran
Pro-Vice-Chancellor for Institutional and International Relations

Gender pay statistics are a vital measure of our progress towards creating a more inclusive culture.

The University of Cambridge has been voluntarily analysing and publishing gender pay data for many years. We strive to take action to fulfil our commitment to promote gender equality, but this is a work in progress. We have identified that one of our biggest challenges is to address under-representation of women in senior levels. We are committed to ensuring that progress continues in this area.

The figures

The University has been conducting and publishing regular Equal Pay Reviews since 2008, which has enabled us to;

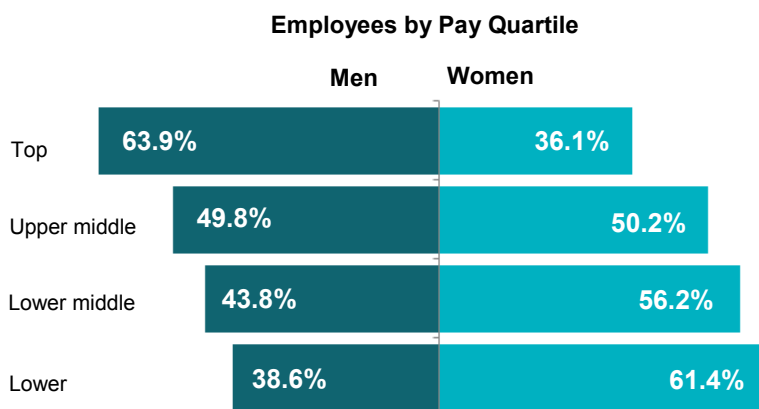
- measure gender pay equality;
- act as a catalyst for action; and
- develop new initiatives to elicit change.

These reviews have highlighted that our gender pay gap has continued to reduce year-on-year, but that progress must be accelerated. Analysis by pay grade has shown much smaller gender pay gaps than the overall figure and in some pay grades the pay gap is in favour of women. This demonstrates that our overall gender pay gap is driven by fewer women in senior roles and is an area that we are addressing through further action, as summarised on the next page.

The University's gender pay gap figures for 2017 are below:

Gender Pay Gap	
Mean	Median
19.6%	15.0%

Gender pay gap definition: The difference in average hourly pay between men and women.



Gender Bonus Gap	
Mean	Median
65.6%	17.2%

Percentage Receiving a Bonus	
Men	Women
18.3%	20.8%

Point to note:

The figures relate to the University group, which includes Cambridge University Press and the University of Cambridge Local Examinations Syndicate (UCLES), a department of the University of Cambridge forming part of Cambridge Assessment.

The gender pay gap figures tell us:

We have further work to do to close the gender pay gap. Our internal reviews have indicated progress in reducing the gap over the years but we are committed to accelerating this trend in the future.

The pay quartiles figures tell us:

The chart illustrates vertical segregation, with a smaller proportion of women paid in the top quartile compared to the lower quartile. The middle quartiles are closer in gender distribution.

Again, our internal reviews have indicated positive progress in this area, which we are committed to continuing in the future.

The gender bonus figures tell us:

Where bonus payments are used a higher proportion of women received them over the past year compared to men, but average payments for women were lower than for men.

Bonus payments are generally linked to salary and therefore affected by vertical segregation, further highlighting the importance of tackling this.

Action to close the gender pay gap

1. Maintain prominence of closing the gender pay gap in University-wide strategy and practice.

Gender equality will remain a core part of University strategy to further embed behaviours and practices to close the gender pay gap. We are reviewing our internal equality reporting to ensure it effectively measures our progress, identifies action and drives real change for the future.

2. Develop and promote initiatives to address the under-representation of women at senior levels.

We will continue to address the factors that contribute to the under-representation of women at senior levels. This includes encouraging more job applications in areas of the University currently under-represented by women and promoting career development for all.

3. Review and revise recruitment and reward mechanisms to ensure they promote equality of opportunity.

A review of our recruitment and reward mechanisms, including reward elements defined as bonuses under the regulations, will ensure they promote equality of opportunity and application. Gender equality will be integral to all our recruitment and reward policies.

4. Develop and promote measures to help employees manage their work-life balance at all levels.

We will seek new opportunities to address the challenges faced by those with caring responsibilities, through childcare and eldercare provision, employee benefits and flexible working options. We will do this whilst supporting and promoting career progression opportunities for all.

Progress and initiatives

Reduction of the gender pay gap

Work already delivered and underway has reduced our gender pay gap year-on-year and has focussed findings into action and initiatives.

Training to promote cultural change

Addressing culture is key to supporting change and as part of this work unconscious bias and equality and diversity training is promoted to all staff. Cultural change is also reinforced by the work of the dedicated Equality and Diversity Section, Equality Champions and Personal and Professional Development.



Gender pay action group

A new group has been established to implement our action plan to promote gender equality. This draws together activity on recruitment, career development, flexible working and caring responsibilities, pay progression, outreach and communication. New cultural change initiatives will be implemented to build on and reinforce the initiatives already in place. Further information can be found on the Inclusive Cambridge webpages.

Senior Academic Promotions CV Scheme

The Scheme encourages and supports academics through the academic promotion process. It focusses on supporting female academics who were found to be less likely to apply for promotion but just as successful. Consequently, the number of female senior academics and female promotion success rates have increased.

Supporting employees with caring responsibilities

We provide access to emergency childcare and eldercare to support employees with caring responsibilities. Our Returning Carers Scheme also supports the career and professional development of individuals affected by periods of leave for caring responsibilities. The Scheme offers funds to support academic activity and build up the research profiles of those going on, or returning from, a period away from work.

Athena SWAN Silver Award

The University is founding member of the Athena SWAN Charter and currently holds an institutional silver award. The Charter encourages and recognises commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

The Cambridge voice



Emma Stone
Director of Human Resources

We all want to work in a place where we can thrive, where our work is valued, and where we feel supported to develop our skills and broaden our professional experience. The University has made significant efforts to ensure we have a fair and inclusive culture, but our gender pay gap shows we need to do more. Increasing workforce diversity, particularly at senior levels, is a priority that we are addressing. We will continue to invest in programmes that foster diversity in recruitment, pay progression and promotion to ensure that equal opportunities are available to everyone.



Professor Sarah Colvin
Schröder Professor of German, Gender Equality Champion

Reporting publically on the gender pay gap is one part of accepting the responsibility to lead change, not only in universities but in the rest of society too. Cambridge has the capacity and will to show national and international leadership in achieving not only equal pay but equal representation in senior roles, and more broadly in helping create a step-change in how organisations think about work and gender. Not only but also around the gender pay gap, there is a will to set the bar high for equality and diversity at Cambridge. The University's mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence, and we will contribute most fully to society by creating the conditions to recognise and reward talent wherever it exists.



Professor Valerie Gibson
Professor of High Energy Physics, Gender Equality Champion

As the incoming University Gender Equality Champion, I view the University's gender pay gap as the highest priority action to address during my term of office. I am fully committed to the University's plans to understand and remedy the current situation, as well as investigate the drivers that lead to pay gaps, such as recruitment, career development, pay progression, flexible working and workplace culture.



Dr Mónica Moreno Figueroa
Senior Lecturer in Sociology,
Race Equality and
Inclusion Champion

Despite all the efforts to attenuate gender-based disparities in the University, we continue to have a gender pay gap. Still, it is heartening to know that our efforts have borne some fruit and now the University is consciously trying to make up for lost time. However, we must not stop here. The good work being done in the gender context must also be taken forward in other contexts where we have a long way to go, race being foremost among them. It is time that we start addressing the race gap along with the gender gap at the University.



Dr Kamal Munir
Reader in Strategy and Policy,
Race Equality and
Inclusion Champion
